

APPROVED  
22-2011

Rockville, Maryland  
September 15, 2011

The Board of Education of Montgomery County met with the Executive Board of the Montgomery County Education Association (MCEA) in special session at the Carver Educational Services Center, Rockville, Maryland, on Thursday, September 15, 2011, at 7:10 p.m.

Present: Mr. Christopher Barclay, President  
in the Chair  
Ms. Laura Berthiaume  
Ms. Shirley Brandman  
Dr. Judy Docca  
Mr. Philip Kauffman  
Mr. Larry Bowers, Acting Secretary/Treasurer

Absent: Mr. Michael Durso  
Mrs. Patricia O'Neill  
Mr. Alan Xie  
Dr. Joshua Starr

After introductions of those present, the agenda contained the following topics:

1. System, School, and Workplace Climate
2. Maintenance of Effort
3. Teacher Evaluation

The Board of Directors and Board of Education discussed the **System, School, and Workplace Climate**. MCEA members were concerned that teachers have lost compensation, they are financing certain aspects in the classroom, fees have increased, morale is low, and teachers are burned out. They asked if there was a chance of compensatory time. The discussion focused on empowerment of teachers with collaboration and recognition. There is a need to nurture and support teachers.

There were suggestions to improve morale, such as (1) mentoring a new teacher, (2) volunteering to help in the school, (3) learning and using technology, and (4) recognizing the good work that is being done by fellow employees. Other issues that affect morale are (1) effort not rewarded, ideas not valued, pension issues, health costs, and the diminishing budget.

**Maintenance of Effort** (MOE) is important for the school system to sustain the gains made in academic achievement. All children deserve a basic understanding of the fundamentals, and the teachers are stretched to the maximum of their capacity. Also, the focus should be to teach the whole child, including art and music.

Ms. Brandman stated that there is a need to change the state law. However, MCPS is unique since enrollment is growing; therefore, other counties are slow to join the effort since their enrollment is not growing. However, the Maryland Association of Boards of Education has moved forward since the lack of adherence to MOE has reduced funding specified by the Thornton Commission.

In the discussion on **Teacher Evaluation**, MCEA members were questioning the wisdom of the evaluation system called for in Race to the Top (RTTT). The school system's Professional Growth System (PGS) has proven to be effective, and there was concern that a new system may create morale issues. Mr. Barclay commented that Montgomery County Public Schools did not sign on to RTTT, and there is work with the state to preserve PGS. MCEA members were concerned about testing, especially with special needs children. The PGS and the Common Core Standards create a unity of philosophy in which every child has the opportunity to achieve and learn.

The Board and MCEA members agreed to work together to resolve issues and concerns, especially the operating budget.

The meeting ended at 8:35 p.m.

---

PRESIDENT

---

SECRETARY

JPS:gr